Our Side Of The Table

Official Publication Of Librarians Affiliated With The
University Council - American Federation Of Teachers, AFL-CIO

BARGAINING BULLETIN NO. 1

1. MEETINGS: The University Federation of Librarians (UFL) Bargaining Committee met twice with the University's bargaining team, December 2nd. and 7th., 1983.

2. THE UFL TEAM included Joyce Toscan (LA), Chief Negotiator; Miki Goral (LA), Chronologer; Phil Hoehn (B), UFL Chair; Justine Roberts (SF); Sylvester Klinicke (I); Charlie Shain (B); Sally Wilson Weimer (SB); Barbara Robinson (R); Peter Vigil (D); and Tom Martin, Staff Representative, California Federation of Teachers (AFT).

3. ACCOMPLISHMENTS:

   A. RANGE ADJUSTMENTS. On Nov. 30, 1983 the UFL reached agreement with the University to pay librarians in the bargaining unit represented by the UFL the full salary range adjustments, approximately 6% effective January 1, 1984, and an additional 1% effective April 1, 1984. This was an agreement reached in July with the University which they later withdrew. Following the withdrawal the UFL filed an unfair labor practice charge against the University. Settlement meetings on the ULP led to the granting of the salary increase. UFL withdrew its charge.

   B. RETIREMENT CONTRIBUTIONS. The UFL is seeking the actuarial report from the University before making a decision on the University's proposed 1% reduction in librarians' retirement contribution, without loss of benefits, between January and June, 1984. The UFL hopes to have a decision on this by December 19, 1983.

   C. GROUND RULES. The University and UFL exchanged proposed "ground rules" regarding how negotiations will proceed (e.g., team composition, released time for the team members, location of negotiations, procedures for establishing agendas, etc.).

   D. UFL DETAILED CONTRACT PROPOSALS. In the interest of accelerated negotiations, the UFL submitted a package of forty (40) detailed proposals to the University on December 7. These had either "final" language, or "concept" language (broad ideas to be enlarged upon later. This package is the initial bargaining position of the UFL. The University team will mail as many detailed proposals from their side that are prepared on January 9, 1984. These will be in "final" or "concept" language. The University will follow up these proposals with additional ones during the following week.

4. STATUS OF NEGOTIATIONS. After two (2) meetings the UFL and the University are still negotiating over two key issues in the ground rules, released time for our bargaining team with paid status and the location of negotiations. The UFL wants seven persons released with pay to represent librarians in this diverse University. UFL wants the location of negotiations to alternate between Berkeley and Los Angeles. The University insists on negotiations in Berkeley only, and is limiting the UFL team to three (3) persons on released time.

The next meetings are scheduled for Jan. 23 & 25, 1984. The preliminary agenda for those meetings will include: (1) Ground Rules, (2) Presentation of the University's proposals, and, (3) specific proposals on recognition, payroll deduction, non-discrimination for starters. It is not possible at this point to predict how long it might take to complete negotiations and produce a tentative Memorandum of Understanding for acceptance by the University and for ratification by the 400 librarians in the unit. BULLETIN NO. 2 will give an update on bargaining developments.

/s/ University Federation of Librarians
Bargaining Team, 12-10-83

Show Support For Your Bargaining Team.

JOIN UFL TODAY!

(Complete and return the form on the reverse side.)